

UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF TENNESSEE  
AT KNOXVILLE

GAIL HARNESS, )  
 )  
 Plaintiff, ) Nos. 3:18-CV-100  
 ) 3:19-CV-340  
 v. )  
 )  
 ANDERSON COUNTY, TENNESSEE, ) Judge Collier  
 ) Magistrate Judge Guyton  
 )  
 Defendant. )

**VERDICT FORM**

## I. Liability

A. Has Plaintiff proven by a preponderance of the evidence that Plaintiff was an employee of Anderson County, Tennessee, and not the Clerk of Court of Anderson County, Tennessee?

Yes  No

B. Has Plaintiff proven by a preponderance of the evidence that she was subjected to unwelcome sexual harassment?

Yes  No

C. Has Plaintiff proven by a preponderance of the evidence that Anderson County, Tennessee should have known about the harassment?

Yes  No

D. Has Plaintiff proven by a preponderance of the evidence that Anderson County, Tennessee had a custom of tolerance or acquiescence in the violation of constitutional rights?

Yes \_\_\_\_\_  No \_\_\_\_\_

E. Has Plaintiff proven by a preponderance of the evidence that Anderson County, Tennessee had a custom of failure to train its officers or employees?

Yes

No

F. Has Plaintiff proven by a preponderance of the evidence that a custom of Anderson County, Tennessee was the moving force for or direct causal link to the violation of Plaintiff's constitutional rights?

Yes

No

G. Has Plaintiff proven by a preponderance of the evidence that Defendant is liable for a hostile work environment in violation of the Tennessee Human Rights Act?

Yes

No

## II. Damages

**[Only answer this question on damages if you answered "yes" to (i) all of questions A through C, question D and/or question E, and question F above; or (ii) question G above; or (iii) both i and ii.]**

A. To what compensatory damages is Plaintiff entitled?

\$

6/24/21

Date